



## **Timber Sales Forester**

### **Northeast Region**

Recruitment # 06-08-6783

#### **AGENCY MISSION AND CHALLENGE:**

The mission of the Department of Natural Resources (DNR) is to provide professional, forward-looking stewardship of our state lands, natural resources, and environment. The DNR provides leadership under the Commissioner of Public Lands, an elected official, in creating a sustainable future for the Public Land Trusts. The DNR manages over 5.6 million acres of state-owned land that includes forest, range, commercial, agricultural and aquatic lands. Since 1970 DNR-managed lands have generated \$6 billion that support public schools, state institutions and county services. These lands also provide public benefits that include fish and wildlife habitat, clean and abundant water and public access to outdoor recreation. The DNR operates with a biennial budget of approximately \$400 million and has over 1400 employees. For more information about the department, see the DNR website at [www.dnr.wa.gov](http://www.dnr.wa.gov)

**Job Classification:**

Natural Resource Specialist 1

**Type of Position:**

This is a permanent position.

This position is represented by the WPEA. Once appointed to this position the incumbent will be required to pay union dues or other representation fee within the first 30 days of employment.

**Monthly Salary Range:**

\$2669 – \$3396

**Benefits Package:**

Health and dental insurance, retirement pension, vacation, sick leave and holidays

**Posting Date:**

June 8, 2006

**Closing Date:**

July 3, 2006

**Location:**

Northeast Region, Highlands District, Loomis, WA

#### **POSITION PROFILE**

This position works in the Highlands District of the Northeast Region of the Department of Natural Resources and is supervised by the State Lands Unit Forester. The position performs a variety of professional forestry duties, such as:

- Collects data to determine the best silvicultural treatment.
- Designs timber sales using various harvest methods.
- Performs contract administration on timber sales.
- Prepares contracts and schedules for intensive forest management activities such as tree planting, pre-commercial thinning, vegetation control (chemical or mechanical), scarification, and underburning.
- Participates in statewide fire suppression activities.

#### **KEY BEHAVIOR COMPETENCIES:**

All employees of DNR are required to consistently demonstrate the following core competencies:

- **ENDURING STEWARDSHIP**
- **VISIONARY LEADERSHIP**
- **INCLUSIVE DECISION-MAKING**
- **CREATIVE SOLUTIONS**
- **RESPECTFUL RELATIONSHIPS**
- **PERSONAL RESPONSIBILITY**

Additionally, the incumbent is expected to consistently demonstrate the following position-specific key behaviors:

- **TEAM LEADERSHIP**
- **DECISIVENESS**
- **CUSTOMER FOCUS**

## REQUIRED POSITION QUALIFICATIONS

This position requires the incumbent/candidate to have the following key knowledge and skills in order to perform the job functions described above:

- Forest Management objectives, timber management planning
- Forest Practices rules, forestry laws and practices
- DNR Forest Resource Plan
- Lynx Habitat Management Plan
- South Fork and Sinlahekin Watershed Analysis Draft Prescriptions
- Loomis State Forest Landscape Management Plan and Final Environmental Impact Statement
- Leave Tree requirements for the Loomis State Forest and State Lands within Highlands District
- Logging and forest road construction equipment and use
- Forest fire prevention and suppression techniques
- Must be able to communicate clearly to other agency personnel, private contractors or businessmen.
- Must have the ability to think clearly under any situation independently

## REQUIRED SKILL LEVEL

This level of knowledge and skill is demonstrated through the ability of the incumbent to work within specifically defined procedures, methods and standards, under the regular guidance of the unit forester for that program in the district. Supervisor typically reviews work in progress as well as outcomes, provides advice or direction regarding work procedures, and assists with work prioritization. May work in a developmental or training capacity in preparation for a higher level.

This level of knowledge and skill is **typically** achieved with:

- A two year degree in Forestry or a Natural Resource Science field which includes coursework in silviculture and mensuration; and
- Two years of professional or technical forestry experience
- Minimum of 3 years professional forestry experience. (Professional forestry duties include, but are not limited to: presales design and layout; road design and layout; surveying of unit boundaries using global positioning systems; preparation of marking prescriptions and field marking of timber; development of harvest contract language; contract compliance of harvests; post harvest survey work for stocking and pre-commercial thinning; tree planting compliance, prepare and conduct prescribe burning activities) would substitute for a two or four year degree in forestry.
- AND six months in a performance review period.

## DESIRED POSITION QUALIFICATIONS

- A Bachelor's Degree in Natural Resources
- Contract Development and Administration for Timber Sales, Road Construction, Reforestation, Thinning or other Silvicultural Practices
- Skill in supervision, leadership, and management of people.
- Experience supervising wildland firefighting personnel.
- The desire and ability to be trained to a NWCG "Red Card" qualification level of Task Force Leader / Strike.
- The ability to pass the work capacity test at the arduous level.
- Effective written and verbal skills.
- Proven ability in computer applications such as Microsoft Office Suite

## SPECIAL POSITION REQUIREMENTS AND WORKING CONDITIONS

- Ability to work on uneven terrain in all weather conditions.
- The large majority (80%) of work is performed alone in isolated unimproved natural areas.
- Must have a valid drivers license and have two years of driving experience.
- Must be 18 years of age at the time of hire.
- This position may be subject to pre-employment and reasonable suspicion drug testing.
- Must pass Criminal Justice Records Check (For Police Powers certification).

## WHO MAY APPLY

This recruitment is open to anyone who meets the required qualifications for this position.

## APPLICATION PROCESS

To be considered for this position please submit:

- A letter of interest describing how your experience and qualifications relate to the job profile and the required and desired position qualifications. Indicate in your letter of interest how you learned of this opportunity.
- A completed state application – [www.dnr.wa.gov/jobs/stateapp.doc](http://www.dnr.wa.gov/jobs/stateapp.doc)
- A 5-year driving abstract issued from the state in which you are currently licensed.

The first screening will be based on information contained in your letter of interest and your state application.

Submit all materials by the closing date to:

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[stacey.eslick@wadnr.gov](mailto:stacey.eslick@wadnr.gov)

or

Department of Natural Resources

P O Box 190

Colville, WA 99114

Attn: Stacey Eslick

Please indicate Timber Sales Forester or 2006-06-6783 in the subject line of your e-mail.

Include US mail address if abstract or other info needs to be mailed.

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By submitting the application materials you are indicating that all information is true and correct to the best of your knowledge. You understand that the state may verify information and that untruthful or misleading information is cause for removal from applicant pool or dismissal if employed.

Questions? Please contact Stacey Eslick at 509-684-7474 or [stacey.eslick@wadnr.gov](mailto:stacey.eslick@wadnr.gov)

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